GOVERNMENT OF INDIA
LABOUR AND EMPLOYMENT
LOK SABHA

UNSTARRED QUESTION NO:2401
ANSWERED ON:14.12.2015
Maternity Leave for Women
Gogoi Shri Gaurav;Khuba Shri Bhagwanth

Will the Minister of LABOUR AND EMPLOYMENT be pleased to state:

(a)whether the Government proposes to amend the Maternity Benefit Act, 1961 in order to extend the maternity leave of working women;
(b)if so, the details in this regard;
(c)whether the said amendment would also prevent discrimination against employing women who are likely to start a family in the near future;
(d)whether there is also a proposal to open day-care facilities including provisions for mandatory creches for all unorganised labourers particularly women workers and if so, the details thereof; and
(e)if not, the reasons therefor along with the corrective measures taken/proposed to be taken in this regard?

Answer

MINISTER OF STATE (IC) FOR LABOUR AND EMPLOYMENT
(SHRI BANDARU DATTATREYA)

(a) & (b): A proposal to increase maternity leave from existing 12 weeks to 26 weeks is under consideration of the Government.

(c): The Maternity Benefit Act, 1961 prohibits employer from discriminating against employing women on the ground of starting a family.

(d) & (e): A proposal for providing crÃ¨che facility within 500 meters periphery where the establishment employing fifty or more employees including woman employees, is situated either individually or through common facilities, has been included in the proposed amendment to the Maternity Benefit Act, 1961.

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